



Teacher Certification

Proposed Administrative Rule



Why Tiered Certification?

- Elevate the teaching profession
- Recruit and Retain great teachers
- Secure additional funding



Additional Funding for Teacher Salaries

- **\$40,000 for beginning teachers**
(up from the current \$31,750)
- **\$47,000 to \$51,000 for teachers who hold a professional certificate**
- **\$54,000 to \$58,000 for teachers who qualify for a master designation**
(up from the current maximum of \$47,000)



Tiered Certification in the U.S.

21 states use a two-tiered system: initial licensing and professional licensing

17 states have three or more certification tiers

10 states use a single tiered certification system

13 states use performance evaluations as part of certification (CT, DE, GA, HI, IA, LA, ME, MD, NM, NC, OH, RI, WI)

10 states require a professional learning plan for certification (CT, HI, IN, KA, ME, MD, NM, OH, WA, WI)



Proposed Levels of Certification

- Residency
- Professional
 - Standard
 - Master
 - Contingent designation



Residency


- New teachers (no experience)
3 year non-renewable
- Support/Professional Development:
 - Year 1 – intensive mentoring
 - Year 2 – mentoring (at a lesser level)
 - Year 3 – independent practice



After 3-year residency

Criteria to achieve Professional Certificate

- Demonstrated teaching proficiency on the Idaho state performance evaluation framework for 2 of 3 years, including the final year prior to applying:
- Increased Student Achievement/Growth
- Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)

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- If a teacher cannot meet the criteria to qualify for a Professional Certificate
 - Return to a higher education institution for instruction in the area of non-proficiency.
 - A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the requirements.



Professional Certificate

- 5 year renewable
 - Meet current credit requirement (IDAPA 08.02.02.)
 - For 3 of 5 years, one of which must be the 4th or 5th year:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation
 - Increased Student Achievement/Growth
 - Annual Individualized Professional Learning Plan
(framework developed at district level based on identified areas of growth from the annual evaluation)



Master Professional Certificate

- 5 year renewable
 - Meet current credit requirements
 - A minimum of 8 years teaching experience
 - For 3 of 5 years, one of which must be the 4th or 5th year:
 - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
 - Student achievement/growth
 - 60 percent of students must meet or exceed growth targets
 - No District Performance Improvement Plan or Probation
 - No elements marked as Unsatisfactory on state performance evaluation
 - Individualized Professional Learning Plan



Contingent Status

- If a teacher does not meet these criteria, he/she is moved to a Contingent Status.
 - Teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
 - Contingent status on a Professional Certificate will be removed once requirements are satisfied.
- If a teacher receives a Contingent Status he/she does not forfeit a teaching certificate.
 - The certificate can be maintained either through meeting the minimum credit requirements or through request for Inactive Status



Evaluations

- Based on current state performance evaluation framework
 - Administrators are required to be trained and certified
 - Must include observations completed by two observers who have proof of proficiency in evaluating teacher performance
 - Second observation may be conducted through video



Student Achievement/Growth List

- Statewide standards achievement test (e.g. Smarter Balanced Assessment)
- Student Learning Objectives (includes pre and post assessments)
- Formative assessments
- Teacher-constructed assessments of student growth
- Pre and Post Tests
- Performance-based assessments
- Idaho Reading Indicator
- PSAT/SAT
- District-adopted assessment
- End of Course exams
- ACT
- Advanced Placement Exams
- International Baccalaureate
- ISAT Science
- Professional-Technical Exams



Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Endorsement

- Teachers with above certifications and endorsements participate in the tiered licensure model
- Student Achievement based on list of measures decided at district level



Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Appeals apply to certification /recertification



Out-of-State Teachers

- Less than 3 years of experience:
 - 3 Year Interim Residency Certificate (non-renewable)
- 3 or more years of experience:
 - 3 Year Interim Professional Certificate (non-renewable)
- 8 or more years of experience
 - To receive a 3 Year Interim Master Professional Certificate (non-renewable)
 - Must show proof of meeting Master Professional Certificate proficiency and student growth requirements through comparable out-of-state evidence, or
 - Must hold a Master (tier 3 or equivalent) certificate in current certifying state



Leave of Absence and Inactive Status

- Teachers may be granted a district approved leave of absence and receive an extension to their renewal time frame
- Inactive Status applies to certificate holders who are no longer in the classroom
 - During inactive status, the teacher must maintain credit renewal requirement
 - Must complete required courses prior to returning to active status
 - Upon return to active status, the teacher is placed at year 1 of standard Professional Certificate.
- Must apply for inactive certificate status prior to or at the time of current certificate renewal.



Pupil Personnel Services Certification

- Includes Nurses, Audiologists, Psychologist's Counselors, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as “School Support Specialists”
- School Support Specialists could also include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel



Clarification of Key Points

- All currently certificated teachers receive Professional Certificate at implementation
- Professional Certification is ongoing and cannot be revoked except under current Professional Standards Commission process
- Local Evaluations have been required by state law since 2010 and occur on a regular basis
- The two observations required as part of the annual evaluation should be conducted by two different administrators.
- No teachers will take a pay cut. The district will receive a larger appropriation for every teacher including those at the highest levels on the current salary grid



Process for Public Comment

Public Meetings: October 7 (Pocatello)
October 14 (Lewiston)
October 21 (Meridian)

Deadline October 22, 2014

Written comment taken via

tracie.bent@osbe.idaho.gov

Consideration of Public Comment at November
Board meeting (Date TBA)